

**MICHAEL H. LEB**  
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**SUMMARY OF QUALIFICATIONS**

I have been a full-time neutral since 2008, am one of fewer than 20 mediators certified by MC3, and was inducted into the National Academy of Distinguished Neutrals in 2019.

Before becoming a full-time neutral, I practiced labor and employment law and commercial litigation for over 25 years. My experience as a practicing attorney includes dozens of labor arbitrations, over 20 jury and court trials in employment (plaintiff and defense) and business litigation matters, appellate advocacy before the California Supreme Court, California Court of Appeals and Ninth Circuit Court of Appeals, and litigation in virtually every forum handling disputes arising in the workplace, both public and private sectors. I have been at Adjunct Professor at Pepperdine University's Straus Institute for Dispute Resolution and a Lecturer at USC Gould School of Law. My experience as an arbitrator includes public sector (including transportation, education, government, law enforcement) and private sector including: manufacturing, transportation, distribution, retail, and healthcare),

In addition to my legal experience, I have held senior-executive positions in Labor Relations and Human Resources for Safeway and Wal-Mart. In those positions, I was responsible for dispute resolution procedures, labor negotiations, arbitrations, and compliance. I acted as corporate spokesperson in dozens of labor/employment law matters involving the federal government and various state agencies. I also served as Vice President of Manufacturing for Safeway where I was responsible for the operations of a 44-plant, 2500 employee business unit doing \$3 billion in sales annually. From 2014-2018, I was the owner and CEO of Choctaw LLC, a start-up selling single-origin, super-premium ice cream throughout the United States.

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**NEUTRAL PANELS**

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| <b>AMERICAN ARBITRATION ASSOCIATION</b>   | 6/14 – present |
| • Commercial, Consumer, Labor and Employment Panel Mediator and Arbitrator                                |                |
| <b>AMERICAN FEDERATION OF GOVERNMENT<br/>EMPLOYEES ARBITRATION PANEL – SOCIAL SECURITY ADMINISTRATION</b> | 12/18 – 12/19  |
| <b>CA PUBLIC EMPLOYEE RELATIONS BOARD</b>   | 9/19– present  |
| • Neutral Panel   |                |
| <b>CA STATE MEDIATION AND CONCILIATION SERVICE (SMSC)</b>   | 3/18 – present |
| • Panel Arbitrator  |                |
| <b>CA DEPT. OF HR AND CCPOA</b>   | 3/19 - present |
| • Panel Arbitrator – Bargaining Unit 6  |                |
| <b>CITY OF ANAHEIM POLICE DEPARTMENT AND APA</b>  | 3/16 - present |
| • Panel Arbitrator  |                |
| <b>CITY OF LOS ANGELES EMPLOYEE RELATIONS BOARD</b>   | 3/18 - present |
| • Panel Arbitrator (Part-Time Termination Appeals)  |                |
| <b>CITY OF SANTA MONICA</b>   | 3/13 - present |
| • Hearing Officer   |                |
| <b>CLARK CTY. SCH. DIST. &amp; EDUCATIONAL ASSOC.</b>   | 6/14 – 5/15    |
| • Grievance Panel Special Mediator  |                |

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| <b>FEDERAL MEDIATION AND CONCILIATION SERVICE.</b>        | 5/20 – present |
| • Arbitrator Roster                                       |                |
| <b>LOS ANGELES COUNTY EQUITY OVERSIGHT PANEL</b>          | 7/11 – present |
| • One of nine panelists appointed by Board of Supervisors |                |
| <b>CA OFFICE OF ADMINISTRATIVE HEARINGS</b>               | 1/18 – present |
| • Pro Tem Administrative Law Judge                        |                |
| <b>UNITED STATES DISTRICT COURT (C. D. CAL.)</b>          | 9/13 – present |
| • Panel Mediator  |                |

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## EMPLOYMENT HISTORY

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| <b>LEB DISPUTE RESOLUTIONS (nee LEB LAW FIRM);</b> Pasadena, CA  | 6/06 – present |
| • Full-time neutral on the panels listed above   |                |
| <b>WAL-MART STORES, INC.;</b> Bentonville, AR  | 3/05 - 3/06    |
| • Senior Vice President – Human Resources  |                |
| <i>As Senior VP - Corporate Human Resources for Wal-Mart, I reported directly to the company's Chief People Officer and managed a team of 5 direct reports (135 total team members; over \$20MM annual budget) with responsibility for human resources administration, training and communication, employment compliance and investigations, and organizational effectiveness for the world's largest retailer (\$300BB annual revenue; 1.4MM Associates).</i> |                |
| <b>BONONI LAW GROUP;</b> Los Angeles, CA   | 7/02 - 3/05    |
| • Plaintiff's Employment Litigation and Trial Practice   |                |
| <b>SAFEWAY, INC.;</b> Pleasanton, CA   |                |
| • Vice President – Manufacturing   | 3/99 – 7/02    |
| <i>I had P &amp; L responsibility for all plant operations for this 41-plant, 2000-employee, food-processing (dairy, bakery, carbonated beverage, grocery) business unit with annual sales of about \$3 billion, an annual operating budgets of nearly \$200 million, and a capital budget of over \$40 million.</i>   |                |
| • Vice President – Corporate Labor Relations   | 6/98 - 3/99    |
| <i>As member of Safeway CEO's Executive Staff, I oversaw the Labor Relations function (7 direct reports) budget, and administration of over 400 Labor agreements.</i>  |                |
| • Director – Labor Contract Administration   | 1/95 - 6/98    |
| <b>LAW OFFICES OF MICHAEL H. LEB;</b> Santa Monica, CA   | 10/92 - 1/95   |
| • Plaintiff's Employment Law Practice  |                |
| <b>LATHAM AND WATKINS;</b> Los Angeles, CA   | 9/85 – 10/92   |
| • Associate – Member of Labor and Employment Law Practice Group  |                |

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## EDUCATION

UNIVERSITY OF MICHIGAN SCHOOL OF LAW - JD *cum laude*  
YALE UNIVERSITY - BA *cum laude* in Russian Studies and Economics

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## PUBLICATIONS

I have had the following articles published in the Los Angeles Daily Journal

- “The Neutral Corner” (monthly column 1/18 – 2/20)

- “Mediation Privilege”
- “Making the Most of Pro Bono Panel Mediation”
- “Raise the Limited Jurisdiction Threshold and Require Mediation”
- “Fairly or Not - Mediation Comes to Prime Time”
- “When Facts Don't Necessarily Make Good Law”
- “How To Undermine The Mediation Process Without Really Trying”
- “Litigating Peer Harassment Claims Against Educational Institutions”
- “Racial Profiling is Bad But Wait Until You Read This”
- “Maximize the Prospects of Settling Your Case at Mediation”

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### **PROFESSIONAL ORGANIZATIONS**

California State Bar Association– Labor & Employment Section

Los Angeles County Bar Association– Labor & Employment Section

Pasadena Bar Association

Southern California Mediation Association

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